
Joint Personnel & Utility Personnel Committee Meeting
Tuesday August 29, 2023
6:30 at City Hall
MINUTES



Members present: Richard Evans, Jane Fude, Kay Marose, and Mayor Wegener
Utility Members: Robert Affeld, Bart Coons, Ross Canniff
Members absent:
Also, Present: Chief Beal

Meeting called to order at 6:31 pm.

Coons /Evans motion to approve agenda. Motion carried.

Evans / Fude motioned to approve the July 25, 2023, minutes. Motion carried.

Public Comment: None

Committee members were provided information regarding employee terminations/hiring by departments from 1/1/2019-8/15/2023. Additionally, they were provided information regarding benefits and wages from comparable cities/villages including: Lomira, Poynette, Lodi, Kewaunee, and Fox Lake.

JOINT PERSONNEL AGENDA ITEMS:

- 1. Review, Discuss, and Possibly Approve Changes in the Employee Benefit Package.**

Committee members had a general discussion regarding vacation, employee's share of health care premiums, casual day and sick leave in relationship to our comparable cities/villages. Members discussed the fact that new employees cannot take any vacation until they have had continuous employment for 6 months which may present a challenge in hiring.

Marose/Fude motion to amend 206-Vacation #1 Newly hired full-time employees earn one (1) day of paid vacation for each two (2) months of services during their first year of employment, not to exceed five (5) days. This vacation time can be taken once it is accrued.
- 2. Review, Discuss, and Possibly Approve Recommended Wage Increases for City Staff.**

General discussion about wages.

Marose/Fude motion to recommend a 3% raise based on the projected COLA. Marose & Fude Yea, Coons, Affeld, Canniff, Evans, nay. Motion fails.

Evans motion to recommend a 2.5% raise. Motion did not receive a second and failed.

Members will revisit this issue when more information is known regarding insurance increases and other fiscal information.

- 3. Review, Discuss, and Possibly Approve Changes in Section 104 Hiring #1 h “Any consideration of a job offer that is not within the established wage scale for that position or is outside of the normal benefit package needs approval by the Personnel Committee and full Council. Additionally, any vacant, inactive positions will need approval by the Personnel Committee and full Council. The Utility Commission will make approvals for Utility positions.”**

Members reviewed Policy section 104 Hiring #1h. Section needs clarification that it refers to positions that are both vacant and inactive that need approval by the Personnel Committee and Council. There may be positions that are vacated for a period due to a lack of applicants. These situations do not need to come back to Personnel.

Fude/Marose motion to amend section to “Additionally, any vacant and inactive positions will need approval by the Personnel Committee and full Council. Motion carried.

CITY PERSONNEL AGENDA ITEMS:

- 4. Review, Discuss, and Possibly Approve Changes to Chief Beal’s wage for 2024.**

City Personnel members reviewed comparable salaries for Police Chiefs and discussed the fact that the sworn officials were given a \$2.00 an hour raise in April when the union contract was reopened.

Fude made a motion that the Police Chief position receive an increase of \$2.00 per hour and cost of living as of 1/1/2024. Motion fails for lack of a second. Marose/Evans motion the Police Chief position receive an increase of \$2.00 per hour at the year 5 rate starting 1/1/2024 without any cost-of-living raise for 2024. Motion carried.

- 5. Review, Discuss, and Possibly Approve Increasing the Crossing Guards Pay from \$15.00 per hour to \$20.00 per hour.**

Fude/ Evans motion to increase the Crossing Guards pay from \$15.00 to \$20.00 an hour. Motion carried.

Old Business. Wednesday, September 13, 2023, is the date set to meet with the union representative for the police officers’ union.

New Business. Fude reported that there is a new person coming onboard to help record for our local cable channel.

Set Date and Time for Next Meeting: May 30, 2023, at 6:30 pm

Fude / Evans motioned to adjourn the meeting at 8:10 pm. Motion carried.

Minutes Reported By:
Kay Marose